



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY SIGNAL CENTER OF EXCELLENCE
AND FORT GORDON
506 CHAMBERLAIN AVENUE
FORT GORDON GEORGIA 30905-5735

ATZH-CG

AUG 21 2012

MEMORANDUM FOR ALL MILITARY AND CIVILIAN PERSONNEL


SUBJECT: Commanding General's Policy Memorandum No. 2 – Equal Opportunity

1. The objective of my Equal Opportunity (EO) Policy is to create and sustain an effective organization by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women of this command. It is an objective of this command and installation to provide EO and fair treatment for all personnel and Family Members, both on and off post.
2. Unlawful discrimination will not be practiced, condoned, or tolerated. I am committed to sustaining a command climate in which human potential is maximized and all persons are treated fairly based solely on merit, fitness, and capability in support of readiness, irrespective of their race, color, gender, religion, or national origin. Soldiers and civilians will not be assessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, color, religion, gender, or national origin.
3. Commanders and Supervisors will prominently post the EO Poster, dated 9 August 2012, in their work areas. You may obtain this poster from the EO Office. The poster provides points of contact for the reporting acts of discrimination. The chain of command is the best avenue for addressing these matters. As an alternative method, military personnel or Family Members may also file complaints with the EO office, in Building 25706, or with the Inspector General (IG), in Building 33800. Their phone numbers are 706-791-2014 and 706-791-4565, respectively. The Installation EO Office also serves as a liaison for Navy, Marines Corps, and Air Force personnel.
4. Complaints by civilian personnel alleging discrimination should be handled in accordance with the procedures contained in AR 690-600, "Equal Employment Opportunity Discrimination Complaints," or as described in DoD and Department of the Army policy implementing 10 U.S.C. 1561, or as provided for in any applicable collective bargaining agreement.
5. All personnel and Family Members shall be protected from reprisal or retaliation for filing EO complaints. No Soldier or employee may take or threaten to take an unfavorable personnel action, or to withhold a favorable personnel action, in reprisal against any person for filing a complaint. Should a Soldier be threatened with a reprisal, or if a reprisal occurs, he or she must report these circumstances to the DoD IG. The DoD IG hotline number is (800) 424-9098 or DSN 664-8779 and may be used to report

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threats or acts of reprisal. If an allegation or reprisal is made known to any agency authorized to receive complaints, the agency should refer the complaint to the DoD IG.

6. Promotion of EO is the responsibility of every Commander and Supervisor. Every Commander, Director, and Supervisor will set the appropriate example for EO and will take appropriate actions in response to allegations of discrimination or unequal treatment. A fundamental objective for all personnel at Fort Gordon is the creation and sustainment of an environment characterized by mutual respect and fairness. This will ensure mission accomplishment and the readiness of our force. Every Commander and supervisor on Fort Gordon will promulgate an EO policy memo IAW AR 600-20, para. 6-3i(11). Commanders must have it posted down to the Company level.



LAWARREN V. PATTERSON
Major General, USA
Commanding

This memorandum supersedes Commanding General's Policy Memorandum No. 2 – Equal Opportunity (EO), dated 23 May 2011